

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

**DO NOT WRITE IN THIS SPACE**

Case

Date Filed

5-CA-180674

7/21/16

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer Holeman Enterprises d/b/a McDonald's and McDonald's Corp., as Joint Employers		b. Tel. No. (804) 321-8405
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2011 Chamberlayne Ave Richmond VA 23223	e. Employer Representative Gloria Santana	g. e-Mail
		h. Number of workers employed 30
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3, 4 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

(1) Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to discourage employees from engaging in protected concerted activities. (2) Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership. (3) Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) filed charges or cooperated with the NLRB.

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C) Title: (b) (6), (b) (7)(C)  
Southern Workers Organizing Committee

**4a. Address (Street and number, city, state, and ZIP code)**

314 S. Wilmington St. Suite 207  
Raleigh NC 27601

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.**

**4d. Fax No.**

**4e. e-Mail**

(b) (6), (b) (7)(C) raiseupfor15.org

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)  
(signature of representative or person making charge)

(b) (6), (b) (7)(C)  
Title (Print/type name and title or office, if any)

**Tel. No.**

(b) (6), (b) (7)(C)

**Office, if any, Cell No.**

**Fax No.**

**e-Mail**

(b) (6), (b) (7)(C) @raiseupfor15.org

314 S. Wilmington St. Suite 207  
Address Raleigh NC 27601

07/21/2016 10:40:23  
(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 5  
BANK OF AMERICA CENTER, TOWER II  
100 S. CHARLES STREET, STE 600  
BALTIMORE, MD 21201

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (410)962-2822  
Fax: (410)962-2198



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Mobile App

July 25, 2016

Ms. Gloria Santona  
Holeman Enterprises d/b/a  
McDonald's and McDonald's  
Corp., as Joint Employers  
2011 Chamberlayne Ave.  
Richmond, VA 23223

Re: Holeman Enterprises d/b/a McDonald's and  
McDonald's Corp., as Joint Employers  
Case 05-CA-180674

Dear Ms. Santona:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner Kimberly E. Andrews whose telephone number is (410) 962-3120. If this Board agent is not available, you may contact Supervisory Field Examiner David A. Colangelo whose telephone number is (410) 962-0180.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

July 25, 2016

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

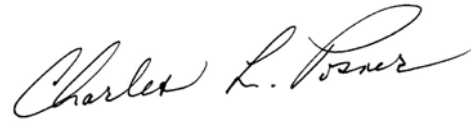
**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

July 25, 2016

We can provide assistance for persons with limited English proficiency or disability.  
Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, reading "Charles L. Posner". The signature is written in a cursive style with a large, stylized "P" at the end.

Charles L. Posner  
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

**QUESTIONNAIRE ON COMMERCE INFORMATION**

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

05-CA-180674

**1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)****2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION  
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

**4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

**9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates )**

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.  
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.  
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.  
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)  
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: \_\_\_\_\_**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

**12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE**

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

**PRIVACY ACT STATEMENT**

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**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**HOLEMAN ENTERPRISES D/B/A  
MCDONALD'S AND MCDONALD'S CORP., AS  
JOINT EMPLOYERS**

Charged Party

and

**SOUTHERN WORKERS ORGANIZING  
COMMITTEE**

Charging Party

**Case 05-CA-180674**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, state under oath that on July 25, 2016, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

Ms. Gloria Santona  
Holeman Enterprises d/b/a McDonald's and  
McDonald's Corp., as Joint Employers  
2011 Chamberlayne Ave.  
Richmond, VA 23223

July 25, 2016

\_\_\_\_\_  
Date

Stephanie Cook, Designated Agent of  
NLRB

\_\_\_\_\_  
Name

/s/ Stephanie Cook

\_\_\_\_\_  
Signature



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

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July 25, 2016

(b) (6), (b) (7)(C)

Southern Workers Organizing Committee  
314 S. Wilmington St., Ste. 207  
Raleigh, NC 27601

Re: Holeman Enterprises d/b/a McDonald's and  
McDonald's Corp., as Joint Employers  
Case 05-CA-180674

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on July 21, 2016 has been docketed as case number 05-CA-180674. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Examiner Kimberly E. Andrews whose telephone number is (410) 962-3120. If this Board agent is not available, you may contact Supervisory Field Examiner David A. Colangelo whose telephone number is (410) 962-0180.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

July 25, 2016

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

**Procedures:** We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website [www.nlr.gov](http://www.nlr.gov). However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website [www.nlr.gov](http://www.nlr.gov) or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, reading "Charles L. Posner". The signature is written in a cursive, flowing style.

Charles L. Posner  
Regional Director

Enclosure: Copy of Charge



## **Additional Information in Support of Charge**

**Charging Party Name** (b) (6), (b) (7)(C)

**Inquiry Number :** (b) (6), (b) (7)(C)

**Date Submitted :** 07/21/2016 10:40:23

Please provide a brief description of the specific conduct involved, the dates of the conduct, and the person(s) responsible for the conduct. For example, if you are filing a charge alleging an unlawful discharge, please include the date of the discharge and the individual(s) discharged. If you are claiming that the employer failed to provide information to the union, please include the date of request, the name and title of person to whom request was submitted, and a general description of information that was requested but not provided. If you are claiming that the union has failed to represent you in a grievance matter, please include the nature of the grievance.

The information you provide may be viewed by the charged party in the event of a formal proceeding, so PLEASE DO NOT GIVE A DETAILED ACCOUNT OF YOUR CHARGE OR A LIST OF POTENTIAL WITNESSES AT THIS TIME. A Board Agent will contact you to obtain this and other detailed information after your charge is docketed.

After you submit this E-Filed Charge form, you will receive a confirmation email with an Inquiry Number (Sample Inquiry Number: 1-1234567890) and a link to the E-Filing web page. You may use the link and the Inquiry number provided in the email to e-file any additional documents you wish to present in support of your charge.

### **Additional Information Provided:**

No information provided.

# CHARGE ASSIGNMENT SHEET (EMPLOYER)

Case No.: 05-CA

CASE NAME:

DATE FILED:

CATEGORY:

☐ I ☐ II ☒ III

Potential 10(j)

8(a)(2) (indicated name of union):

# discriminatees 8(a)(3):

# of Employees (if not currently on charge)

IO charge? Yes: ☐ No: ☒

Dispute City:

☒ E-Filed

Inquiry No.:

Dispute State:

HOT TOPIC?

Yes: ☐ No: ☐

Barg Status:

☐ Existing Contract

☐ None

☒ Organizational Campaign

☐ Seeking Initial Contract

☐ Seeking Successor Contract

COMMENTS:

SUPERVISOR:

AGENT:

☐ Coercive Actions (Surveillance, etc)

☐ Coercive Rules

☐ Coercive Statements (Threats, Promises of Benefits, etc.)

☒ Concerted Activities (Retaliation, Discharge, Discipline)

☐ Denial of Access

☐ Discharge of supervisor (Parker-Robb Chevrolet)

☐ Interrogation (including Polling)

☐ Lawsuits

☐ Weingarten

☐ Changes in Terms and Conditions of Employment

☐ Discharge (including Layoff and Refusal to Hire)

☒ Discipline

☐ Refusal to Reinstate Employee/Striker

☐ Shutdown or Relocate/ Subcontract Unit Work

☐ Assistance

☐ Domination

☐ Unlawful Recognition

☐ Alter Ego

☐ Failure to Sign Agreement

☐ Refusal to Bargain/Bad Faith Bargaining (including surface bargaining/direct dealing)

☐ Refusal to Furnish Information

☐ Refusal to Hire Majority

☐ Refusal to Recognize

☐ Repudiation/Modification of Contract[Sec 8(d)/Unilateral Changes

☐ Shutdown or Relocate (e.g. First National Maintenance).Subcontract Work

☐ Changes in Terms and Conditions of Employment

☐ Discharge (Including Layoff and Refusal to Hire (not salting)

☒ Discipline

☐ Lockout

☐ Refusal to Consider/Hire Applicant (salting only)

☐ Refusal to Reinstate Employee/Striker (e.g. Laidlaw)

☐ Retaliatory Lawsuit

☐ Shutdown or Relocate/ Subcontract Unit Work

☐ Union Security Related Actions

☐ All Allegations against a Labor Organization

☐ All Allegations against an Employer

Proofed by WBM

**From:** [Colangelo, David A](#)  
**To:** [Dunham, Geoffrey](#)  
**Subject:** 05-CA-180412 & 05-CA-180674: Holeman Enterprises d/b/a McDonald's and McDonald's Corp., as Joint Employers  
**Date:** Thursday, September 8, 2016 1:35:09 PM

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Geoff,

In accordance with the McDonald's coordinated case guidance, I'm contacting you to obtain approval to process withdrawal requests in the above-captioned cases. (b) (5)

[REDACTED]  
[REDACTED]. We are recommending approving the withdrawal request.

Thanks in advance for your assistance.

Dave

**David Colangelo | Supervisory Field Examiner**

National Labor Relations Board, Region 5

Bank of America Center, Tower II

100 South Charles Street, Suite 600

Baltimore, MD 21201

Phone: (410) 962-0180

Fax: (410) 962-2198

**From:** [Colangelo, David A](#)  
**To:** [Wilkins, Charlene E.](#)  
**Cc:** [Shuster, Steven L.](#); [Chambers, John](#); [Graham, Sydonie](#)  
**Subject:** RE: Disposition Chain WITHDRAWAL, Case 05-CA-180674 Holeman Enterprises d/b/a McDonald's & McDonald's Corp. as Joint and Single Employers  
**Date:** Thursday, September 29, 2016 11:20:03 AM

---

I approve this letter

---

**From:** Wilkins, Charlene E.  
**Sent:** Thursday, September 29, 2016 11:11 AM  
**To:** Colangelo, David A <David.Colangelo2@nlrb.gov>  
**Cc:** Shuster, Steven L. <Steven.Shuster@nlrb.gov>; Chambers, John <John.Chambers@nlrb.gov>; Graham, Sydonie <Sydonie.Graham@nlrb.gov>  
**Subject:** FW: Disposition Chain WITHDRAWAL, Case 05-CA-180674 Holeman Enterprises d/b/a McDonald's & McDonald's Corp. as Joint and Single Employers  
**Importance:** High

Withdrawal letter is ready for final approval.

---

**From:** Graham, Sydonie  
**Sent:** Thursday, September 29, 2016 10:57 AM  
**To:** Wilkins, Charlene E. <[Charlene.Wilkins@nlrb.gov](mailto:Charlene.Wilkins@nlrb.gov)>  
**Subject:** FW: Disposition Chain WITHDRAWAL, Case 05-CA-180674 Holeman Enterprises d/b/a McDonald's & McDonald's Corp. as Joint and Single Employers

Please proof this [withdrawal](#).

*Doni Graham*

Litigation Support Assistant  
National Labor Relations Board, Region 5  
Bank of America Center - Tower II  
100 South Charles Street, Suite 600  
Baltimore, Maryland 21201  
[sydonie.graham@nlrb.gov](mailto:sydonie.graham@nlrb.gov)  
(410) 962-2265

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**From:** Mitchell, Waynetta  
**Sent:** Thursday, September 29, 2016 10:53 AM  
**To:** Graham, Sydonie <[Sydonie.Graham@nlrb.gov](mailto:Sydonie.Graham@nlrb.gov)>  
**Subject:** RE: Disposition Chain WITHDRAWAL, Case 05-CA-180674 Holeman Enterprises d/b/a McDonald's & McDonald's Corp. as Joint and Single Employers

I have proofed your letter and it is ready for approval. Thank you.

*Waynetta Mitchell*  
*Case Processing Assistant*  
*National Labor Relations Board*  
*Region 05*

*I believe holding grudges will block deserved blessings and will snail pace success in life.*

---

**From:** Graham, Sydonie

**Sent:** Thursday, September 29, 2016 10:47 AM

**To:** Mitchell, Waynetta <[Waynetta.Mitchell@nrlb.gov](mailto:Waynetta.Mitchell@nrlb.gov)>

**Subject:** RE: Disposition Chain WITHDRAWAL, Case 05-CA-180674 Holeman Enterprises d/b/a McDonald's & McDonald's Corp. as Joint and Single Employers

Please proof this [withdrawal](#).

***Doni Graham***

Litigation Support Assistant  
National Labor Relations Board, Region 5  
Bank of America Center - Tower II  
100 South Charles Street, Suite 600  
Baltimore, Maryland 21201  
[sydonie.graham@nrlb.gov](mailto:sydonie.graham@nrlb.gov)  
(410) 962-2265

---

**From:** Chambers, John

**Sent:** Wednesday, September 28, 2016 4:38 PM

**To:** Graham, Sydonie <[Sydonie.Graham@nrlb.gov](mailto:Sydonie.Graham@nrlb.gov)>

**Cc:** Wilkins, Charlene E. <[Charlene.Wilkins@nrlb.gov](mailto:Charlene.Wilkins@nrlb.gov)>; Shuster, Steven L. <[Steven.Shuster@nrlb.gov](mailto:Steven.Shuster@nrlb.gov)>

**Subject:** FW: Disposition Chain WITHDRAWAL, Case 05-CA-180674 Holeman Enterprises d/b/a McDonald's & McDonald's Corp. as Joint and Single Employers

**Importance:** High

Hi Doni,

Please process this w/d. Thanks!

Cheers!

John M. Chambers  
Administrative Officer (Office Manager)  
National Labor Relations Board, Region 5  
100 S. Charles Street, Suite 600  
Baltimore, MD 21201  
(410) 962-1712  
(202) 316-8984 (NLRB iPhone)

***Don't let others define you. Be yourself, because that is when you're at your best!***

---

**From:** Wilkins, Charlene E.  
**Sent:** Wednesday, September 28, 2016 4:37 PM  
**To:** Chambers, John <[John.Chambers@nlrb.gov](mailto:John.Chambers@nlrb.gov)>  
**Cc:** Shuster, Steven L. <[Steven.Shuster@nlrb.gov](mailto:Steven.Shuster@nlrb.gov)>  
**Subject:** FW: Disposition Chain WITHDRAWAL, Case 05-CA-180674 Holeman Enterprises d/b/a McDonald's & McDonald's Corp. as Joint and Single Employers  
**Importance:** High

Withdrawal is ready to be processed.

---

**From:** Shuster, Steven L.  
**Sent:** Wednesday, September 28, 2016 4:15 PM  
**To:** Wilkins, Charlene E. <[Charlene.Wilkins@nlrb.gov](mailto:Charlene.Wilkins@nlrb.gov)>  
**Cc:** Colangelo, David A <[David.Colangelo2@nlrb.gov](mailto:David.Colangelo2@nlrb.gov)>  
**Subject:** FW: Disposition Chain WITHDRAWAL, Case 05-CA-180674 Holeman Enterprises d/b/a McDonald's & McDonald's Corp. as Joint and Single Employers

This w/d is approved and ready for processing.

---

**From:** Colangelo, David A  
**Sent:** Wednesday, September 28, 2016 4:13 PM  
**To:** Shuster, Steven L. <[Steven.Shuster@nlrb.gov](mailto:Steven.Shuster@nlrb.gov)>  
**Subject:** FW: Disposition Chain WITHDRAWAL, Case 05-CA-180674 Holeman Enterprises d/b/a McDonald's & McDonald's Corp. as Joint and Single Employers

Steve,

Here is a w/d in another one of Kim's Holeman cases.

Dave

-

---

**WITHDRAWAL**

CASE NAME:	Holeman Enterprises d/b/a McDonald's & McDonald's Corp. as Joint and Single Employers
CASE NUMBER:	05-CA-180674
SCOPE: Full/Partial	If Partial, Allegations disposed of by this action: Allegations Remaining:
Date of issuance of Withdrawal Letter:	

-

Withdrawal Options:    Non-adjusted    Oral

Remarks:

(b) (5)

R2 [approved](#) processing of the w/d request on 9/28/16.

Checklist:

- ☒ My LOG is updated in NxGen. (Link LOG)
- ☒ All Notices of Appearance, including e-mail correspondence, have been uploaded into NxGen.
- ☒ The Participant List accurately reflects all appearances.

Typist will save e-mail chain as: **FIR. 05-CA-180674.chain approving-Withdrawal**



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 5  
BANK OF AMERICA CENTER, TOWER II  
100 S. CHARLES STREET, STE 600  
BALTIMORE, MD 21201

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (410)962-2822  
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September 29, 2016

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Re: Holeman Enterprises d/b/a McDonald's and  
McDonald's Corp., as Joint Employers  
Case 05-CA-180674

Dear Ms. Davis, Mr. Ferrell, Ms. Couzo, Mr. Rosenberg and Mr. Lieber:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

*/s/ Charles L. Posner*

Charles L. Posner  
Regional Director

cc: Ms. Gloria Santana  
Holeman Enterprises d/b/a McDonald's  
and McDonald's Corp., as Joint  
Employers  
2011 Chamberlayne Avenue  
Richmond, VA 23223

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